

No. 18430-4Lab-77/31501.—In pursuance of the provisions of section 17 of the Industrial Disputes Act, 1947 (Act No. XIV of 1947), the Governor of Haryana is pleased to publish the following award of the Presiding Officer, Labour Court, Rohtak in respect of the dispute between the workmen and the management of M/s. Calico Textile, NIT, Faridabad.

BEFORE THE ARBITRATOR SHRI MOHAN LAL JAIN, PRESIDING OFFICER,  
LABOUR COURT, HARYANA, ROHTAK

Arbitration Reference No. 22 of 1977

*between*

THE WORKMEN AND THE MANAGEMENT OF M/S. CALICO TEXTILE, NIT,  
FARIDABAD

### ARBITRATION AWARD

The Governor of Haryana was pleased to publish the arbitration agreement, copy attached as annexure 'A' to this award, in pursuance of the powers vesting in him under sub-section 3 of section 10(a) of the Industrial Disputes Act.

A copy of the agreement having been received by the undersigned, appointed by the parties as an Arbitrator, from the Joint Secretary to Government Haryana Labour Department,—*vide* his endorsement number ID/FD/43986-90, dated 4th October, 1977, notices of the reference were issued to the parties who put in their appearance and filed a settlement copy attached as annexure 'B' with this award. Shri R. C. Sharma authorised representative for the management and Shri Mohamad Mostaffa, General Secretary, Textile Mazdoor Sangh authorised representative for the workman, made their statements before me on 15th November, 1977, affirming and admitting the correctness of the settlement Ex. MW-1, copy attached as annexure 'B' with this award.

The disputes as referred to me,—*vide* agreement copy attached as annexure 'A' thus stands resolved,—*vide* a settlement Ex. MW-1 copy attached as annexure 'B'. I, thus answer the reference while returning the award in terms of the settlement Ex. MM-1, arrived at between the parties and duly confirmed and admitted by them before me.

MOHAN LAL JAIN, Arbitrator,

Presiding Officer,  
Labour Court, Haryana, Rohtak.

Endorsement No. 2600, dated the 24th November, 1977.

Forwarded (four copies) to the Secretary to Government, Haryana, Labour and Employment Departments, Chandigarh as required under section 15 of the Industrial Disputes Act, 1947.

MOHAN LAL JAIN, Arbitrator,  
Presiding Officer,  
Labour Court, Haryana, Rohtak.

### ANNEXURE—A

#### FORM—C

*See Rule—7*

#### AGREEMENT

(Under Section 10A of the Industrial Disputes Act, 1947)

Name of the parties :—

Representing the employers

.. Sh. U.M. Jain, Vice President, Faridabad Powerloom Owners Association, Faridabad.

Sh. S. N. Paliwal, Manager.

.. Sh. Darshan Singh.

Sh. Mohamad Mostaffa.

Sh. Rajinder Podar

Sh. Chhaju Ram.

Sh. Dinesh Kumar Singh.

Sh. Krishan Gopal of Textile Mazdoor Sangh, Fbd.

Representing the workmen

It is hereby agreed between the parties to refer the following Industrial dispute to the sole Arbitration of Sh. Mohan Lal, Presiding Officer, Labour Court, Rohtak.

## I. Specific matters in dispute

.. Demand containing in demand notice received on 11th July, 1977 served by Textile Mazdoor Sangh (Regd.) Faridabad (Copy enclosed) taking into consideration the agreement dated 30th May, 1970 made between the Textile Mazdoor Union (Regd.), Faridabad and the management.

## II.

The Arbitrator shall also decide whether the interim relief of Rs. Fifteen given to the workers should be continued or adjusted or discontinued with retrospective effect in the light of the decision of page I of the reference.

## III. Details of the parties to the dispute including the name and address of the establishment of undertaking involved

M/s. Calico Textiles, N.I.T., Faridabad.

## IV. Name of the Union, representing the workmen in question

Textile Mazdoor Sangh (Regd.) affiliated to Bhartiya Mazdoor Sangh.

## V. Total No. of workmen employed in the undertaking affected

About 40

## VI. Estimated number of workmen affected or likely to be affected in dispute

About 40

The arbitrator shall make his award within a period of 2 months from the date of publication of this agreement in the Official Gazette by the appropriate Government or within such further time as is extended by mutual agreement between us in writing. In case the award is not made within the period aforementioned, the reference to arbitration shall stand automatically cancelled and we shall be free to negotiate for fresh arbitration.

## Signature of the parties.

## Representing employers.

1. (Sd.) Sh. U. M. Jain.
2. (Sd.) Sh. S. M. Paliwal, Manager.

## Witness

1. (Sd.) . . . .
2. (Sd.) . . . .

## Representing workmen.

1. (Sd.) Sh. Darshan Singh.
2. (Sd.) Mohamad Mostaffa.
3. (Sd.) Rajinder Podar.
4. (Sd.) Chhaju Ram.
5. (Sd.) Dinesh Kumar Singh.
6. (Sd.) Sh. Krishan Gopal.

## ANNEXURE B

## Settlement under Section 18(1) of Industrial Dispute Act, 1947

Representing the parties	.. M/s. Om Prakash Bhartia, N.I.T., Faridabad and its workmen.
Representing the Employer	.. 1. Sh. U. M. Jain, Vice President, Faridabad Powerloom Owners Association, Faridabad. .. 2. Sh. L. L. Dass, Manager.
Representing the employees	.. 1. Sh. Budhi Singh of B. M. S. 2. Sh. Prem Saroop of B

3. Sh. Darshan Singh, President.
4. Sh. Mohd Mustfa, Genl. Secy.
5. Sh. Rajindra Podder, Vice-President.
6. Sh. Ram Kishore, Vice-President.
7. Sh. Shiv Kumar.
8. Sh. Bhagwan Psd. Tiwari.
9. Sh. Kanhiyalal.
10. Sh. Dubri Yadav.
11. Sh. Dinesh Singh.
12. Sh. Chajju Ram.
13. Sh. Bhola Nath.

Whereas Demand Notice dated nil was served on the Management on dated 11th July, 1977 and thereafter a settlement under section 12(3) was arrived at thereby an interim relief was given and the demand notice was referred to the Arbitration. The Arbitrator Shri M. L. Jain registered the dispute and issued notices for the appearance of the parties.

And whereas the Management and workers representatives held mutual negotiations and settled the disputes of Demand Notice amicably.

And now both the parties do hereby agree to sign a written agreement on the following terms and conditions :—

1. It is agreed between the parties that the present D. A. of Rs. 168.14 at Faridabad Price Index No. 218 be increased to Rs. 183.14 with effect from 1st September, 1977. If the Price Index Number increases from 218 to 223 no further increase in D. A. shall be allowed. If Faridabad Price Index Number increases beyond 223, it shall be adjusted @ Rs. 1 per point with annual correction. In no situation the D. A. shall be lower than Rs. 183.14.
2. The Interim relief of Rs. 15 granted,—*vide* agreement dated 11th August, 1977 is to be merged with basic wages with effect from 1st November, 1977. This relief granted with effect from 1st August, 1977 to 31st October, 1977 will not be recovered by the Management.
3. The temporary and casual workers shall be given total minimum wages of Rs. 227 ; Rs. 44.00 as basic and Rs. 183.14 as D. A. The D. A. of temporary and casual workers shall be adjusted annually as per para 1 above.
4. The workmen agree that their dispute relating to all the demands in Demand Notice received by the Management on 11th July, 1977 and now pending for arbitration stands fully settled and satisfied and there remains no dispute whatsoever, on these demands.
5. In consideration of the above, the workmen agree that they will maintain industrial peace and harmony and will not raise any demand or dispute involving any financial burden on the company in any form during the binding period of the agreement except demand for annual bonus. This agreement is binding upto 30th September, 1978.

It is agreed between the parties that they hereby make a request to the Arbitrator Shri M. L. Jain to give his award in terms of the above terms and conditions of the Agreement.

Signature of the Management

1. (Sd.) . . ., (In English)
2. (Sd.) . . ., (In English)

Signature of the Workmen

1. (Sd.) . . ., (In English)
2. (Sd.) . . ., (In Hindi)

**Witness**

Witness	
1. (Sd.) . . ., (In English)	3. (Sd.) . . ., (In Urdu)
2. (Sd.) . . ., (In English)	4. (Sd.) . . ., (In English)
	5. (Sd.) . . ., (In English)
	6. (Sd.) . . ., (In English)
	7. (Sd.) . . ., (In Hindi)
	8. (Sd.) . . ., (In Hindi)
	9. (Sd.) . . ., (In Hindi)
	10. (Sd.) . . ., (In English)
	11. (Sd.) . . ., (In English)
	12. (Sd.) . . ., (In English)
	13. (Sd.) . . ., (In Hindi)

The 14th December, 1977

No. 18410-41Lab-77/32145—In pursuance of the provisions of section 17 of the Industrial Disputes Act, 1947 (Act No. XIV of 1947), the Governor of Haryana is pleased to publish the following award of the Presiding Officer, Industrial Tribunal, Haryana, Faridabad, in respect of the dispute between the workman and the management of M/s Associated Steel Industries Pvt. Ltd., Faridabad.

BEFORE SHRI NATHU RAM SHARMA, PRESIDING OFFICER, INDUSTRIAL  
TRIBUNAL, HARYANA, FARIDABAD

Reference No. 58 of 1977

### *between*

**SHRI RUP CHAND, WORKMAN AND THE MANAGEMENT OF M/S ASSOCIATED  
STEEL INDUSTRIES PRIVATE LIMITED, FARIDABAD**

**Present:—**

Shri Bhim Singh Yadav, for the workman.

Nemo, for the management.

## AWARD

By order No. ID/FD/927-S-77/21828, dated 3rd June, 1976, the Governor of Haryana referred the following dispute between the management of M/s Associated Steel Industries Private Limited, Faridabad and its workman Shri Rup Chand to this Tribunal for adjudication, in exercise of the powers conferred by clause (d) of sub-section (1) of section 10 of the Industrial Disputes Act, 1947 :—

Whether the termination of services of Shri Rup Chand was justified and in order ? If not, to what relief is he entitled ?

On receipt of the order of reference notices were issued to the parties. The representative for the workman appeared but the management did not appear, hence *ex parte* proceedings against the management were ordered.

The workman examined himself as W. W. 1 who stated that he was working as a Black Smith in the employment of the management at the rate of Rs. 350 P. M. as wages. On 11th November, 1976 the management did not allow him entry in the factory premises and terminated his services orally without serving any notice or charge sheet on the workmen. He raised the demand and hence the dispute. He tried his best to get some employment elsewhere but he could get none.

I am satisfied with the evidence of the workman. I therefore, give my *ex parte* award as follows:—

That the termination of services of Shri Rup Chand, the workman concerned was neither justified nor in order. He is entitled to reinstatement with continuity of service and with full back wages.

Dated the 3rd November, 1877

NATHU RAM SHARMA,  
Presiding Officer,  
Industrial Tribunal, Haryana,  
Faridabad.

No. 1083, dated 4th November, 1977.

Forwarded (four copies) to the Secretary to Government, Haryana, Labour and Employment Departments, Chandigarh, as required under section 15 of the Industrial Disputes Act, 1947.

NATHU RAM SHARMA,

Dated the 4th November, 1977.

Presiding Officer,  
Industrial Tribunal, Haryana,  
Faridabad.

No. 18423-4Lab-77/32147.—In pursuance of the provision of section 17 of the Industrial Disputes Act, 1947 (Act No. XIV of 1947) the Governor of Haryana is pleased to publish the following award of the Presiding Officer, Labour Court, Rohtak, in respect of the dispute between the workmen and the management of M/s National Cloth Manufacturers, N.I.T., Faridabad.

BEFORE THE ARBITRATOR, SHRI MOHAN LAL JAIN, PRESIDING OFFICER, LABOUR COURT, HARYANA,  
ROHTAK

Arbitration Reference No. 13 of 1977

between

THE WORKMEN AND THE MANAGEMENT OF M/S NATIONAL CLOTH MANUFACTURERS, N.I.T., FARIDABAD  
ARBITRATION AWARD

The Governor of Haryana was pleased to publish the arbitration agreement, copy attached as annexure 'A' to this award, in pursuance of the powers vesting in him under sub-section 3 of section 10(a) of the Industrial Disputes Act.

A copy of the agreement having been received by the undersigned, appointed by the parties to as an Arbitrator, from the Joint Secretary to Government, Haryana, Labour Department,—vide his endorsement No. ID/FD/43980-84, dated 21. October, 1977, notices of the reference were issued to the parties who put in their appearance and filed a settlement copy attached as annexure 'B' with this award. Shri R.C. Sharma authorised representative for the management and Shri Mohammad Mustaffa General Secretary, Textile Mazdoor Sangh authorised representative for the workmen made their statements before me on 15th November, 1977, affirming and admitting the correctness of the settlement Exhibit MW-1 copy attached as annexure 'B' with this award.

The dispute as referred to me,—vide agreement copy attached as annexure 'A' thus stands resolved,—vide settlement Exhibit MW-1 copy attached as annexure 'B'. I, thus answer the reference while returning the award in terms of the settlement Exhibit MW-1 arrived at between the parties and duly confirmed and admitted by them before me.

Dated : The 22nd November, 1977.

MOHAN LAL JAIN,  
Arbitrator,  
Presiding Officer,  
Labour Court, Haryana,  
Rohtak.

No. 2591, dated 24th November, 1977.

Forwarded (four copies) to the Secretary to Government, Haryana, Labour and Employment Departments, Chandigarh as required under section 15 of the Industrial Disputes Act, 1947.

MOHAN LAL JAIN,  
Arbitrator,  
Presiding Officer,  
Labour Court, Haryana,  
Rohtak.

ANNEXURE 'A'

See rule 7

AGREEMENT

Under section 10-A of the Industrial Disputes Act, 1947).

Name of the parties—

Representing the employers

.. Shri U. M. Jain, Vice-President, Faridabad Powerloom Cottages Association, Faridabad.

Shri L. M. Gupta, Manager.

Representing the Workmen

.. Shri Darshan Singh  
Shri Mohamad Mustaffa  
Shri Rajindra Podar  
Shri Chhaju Ram  
Shri Dinesh Kumar Singh  
Shri Krishan Gopal  
of Textile Mazdoor Sangh, Faridabad.

It is hereby agreed between the parties to refer the following Industrial dispute of the sole arbitration of Shri Mohan Lal, Presiding Officer, Labour Court, Rohtak.

## I. Specific matters in dispute

.. Demand containing in demand notice received on 11th July, 1977 served by Textile Mazdoor Sangh (Regd.) Faridabad (copy enclosed) taking into consideration the agreement, dated 30th May, 1970 made between the Textile Mazdoor Union (Regd.) Faridabad and the Management.

## II.

.. The Arbitrator shall also decide whether the interim relief of Rs fifteen given to the workers should be continued with retrospective effect in the light of the decision of para 1 of the reference.

III. Details of the parties to the dispute including the name and address of the establishment of undertaking involved;

IV. Name of the Union, representing the workmen in Textile Mazdoor Sangh (Regd.) affiliated to Bhartya Mazdoor Sangh

V. Total No. of workmen employed in the undertaking affected- About 55

VI. Estimated number of workmen affected or likely to be affected in dispute About 55

The arbitrator shall make his award within a period of 2 months from the date of publication of this agreement in the official gazette by the appropriate Government or within such further time as is extended by mutual agreement between us. In writing in case the award is not made within the period aforementioned, the reference to arbitration shall stand automatically cancelled and we shall be free to negotiate for fresh arbitration.

Signature of the parties :

*Representing employers*

1. Shri U. M. Jain ..
2. Shri L. M. Gupta.

*WITNESS*

1. Sd/-
2. Sd/- .. ..

*Representing workmen*

1. Shri Darshan Singh.
2. Shri Mohamad Mustaffa.
3. Rajinder Podar.
4. Shri Chhaju Ram.
5. Shri Dinesh Kumar Singh.
6. Shri Krishan Gopal.

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**ANNEXURE B**

**Settlement under section 18(1) of Industrial Disputes Act, 1947**

Representing the parties

.. M/s National Cloth Manufacturers Faridabad, N.I.T. & its workmen

Representing the Employer

.. 1. Shri U. M. Jain, Vice-President, Faridabad Powerloom Owners Association, Faridabad

Representing the employees

2. Shri L.N. Gupta, Manager.
3. Shri Budhl Singh of B.M.S.
4. Shri Prem Saroop of B.M.S.
5. Shri Darshan Singh, President.
6. Shri Mohd. Mustfa, Genl. Secy.
7. Shri Rajendra Poddar, Vice-President.
8. Shri Ram Kishore, Vice-President.
9. Shri Shiv Kumar.
10. Shri Bhagwan Parshad Tiwari.
11. Shri Ainesh Singh.
12. Shri Chajju Ram.
13. Shri Bhola Nath.

Whereas Demand notice dated 11th July, 1977 was served on the Management on dated 11th July, 1977 and thereafter a settlement under section 12(3) was arrived at thereby an interim relief was given and the demand notice was referred to the Arbitration. The Arbitrator Shri M.L. Jain registered the dispute and issued notices for the appearance of the parties.

And whereas the Management and workers representatives held mutual negotiations and settled the disputes of Demand Notice amicably.

And now both the parties do hereby agree to sign a written agreement on the following terms and conditions :—

- (1) It is agreed between the parties that the present D.A. of Rs 168.14 at Faridabad Price Index No. 218 be increased to Rs 183.14 with effect from 1st September, 1977. If the Price Index Number increases from 218 to 223 no further increase in D.A. shall be allowed. If Faridabad Price Index Number increases beyond 223, it shall be adjusted @ Rs 1 perpoint with annual correction. In no situation the D.A. shall be lower than Rs 183.14.
- (2) The interim relief of Rs 15 granted,—vide agreement dated 11th August, 1977 is to be merged with basic wages with effect from 1st November, 1977. This relief granted with effect from 1st August, 1977 to 31st October, 1977 will not be recovered by the Management.
- (3) The temporary and casual workers shall be given total minimum wages of Rs 227 ; Rs 44.00 as basic and Rs 183.14 as D.A. The D.A. of temporary and casual workers shall be adjusted annually as per para 1 above.
- (4) The workmen agree that their dispute relating to all the demands in Demand Notice received by the Management on 11th July, 1977 and now pending for arbitration stands fully settled and satisfied and there remains no dispute whatsoever, on these demands.
- (5) In consideration of the above, the workmen agree that they will maintain industrial peace and harmony and will not raise any demand or dispute involving any financial burden on the company in any form during the binding period of the agreements except demand for annual bonus. This agreement is binding upto 30th September, 1978.

It is agreed between the parties that they hereby make a request to the Arbitrator Shri M. L. Jain to give his award in terms of the above terms and conditions of the Agreement. 8

The 1st November, 1977.

*Signatures of the Management*

1. (Sd.) In English

2. (Sd.) In English

**WITNESS**

1. (Sd.) In English

2. (Sd.) In English

*Signature of the Workmen*

1. (Sd.) In English

2. (Sd.) In Hindi

3. (Sd.) In Urdu

4. (Sd.) In English

5. (Sd.) In English

6. (Sd.) In English

7. (Sd.) In Hindi

8. (Sd.) In Hindi

9. (Sd.) In Hindi

10. (Sd.) In English

11. (Sd.) In English

12. (Sd.) In English

13. (Sd.) In Hindi

No. 18424-4Lab-77/32149.—In pursuance of the provision of section 17 of the Industrial Dispute Act, 1947 (Act No. XIV of 1947) the Governor of Haryana is pleased to publish the following award of the Presiding Officer, Labour Court, Rohtak in respect of the dispute between the workmen and the management of M/s East India Cotton MFG Co. Ltd., N.I.T., Faridabad.

BEFORE THE ARBITRATOR SHRI MOHAN LAL JAIN, PRESIDING OFFICER, LABOUR COURT  
HARYANA, ROHTAK

Arbitration Reference No. 14 of 1977

*between*

THE WORKMEN AND THE MANAGEMENT OF M/S EAST INDIA COTTON MFG. CO. L.T.D., NIT FARIDABAD

**ARBITRATION AWARD**

The Governor of Haryana was pleased to publish the arbitration agreement, copy attached as annexure 'A' to this award, in pursuance of the powers vesting in him under sub-section 3 of section 10(a) of Industrial Disputes Act.

A copy of the agreement having been received by the undersigned, appointed by the parties as an Arbitrator, from the Joint Secretary to Government Haryana Labour Department,—vide his endorsement number 1D/FD/44054-58 dated 4th October, 1977, notices of the reference were issued to the parties who put in their appearance and filed a settlement copy attached as annexure 'B' with this award. Shri R.C. Sharma authorised representative for the management and Mohamad Mostafa General Secretary, Textile Mazdoor Sangh authorised representative for the workmen made their statements before me on 15th November, 1977, affirming and admitting the correctness of the settlement Ex. MW-1 copy attached as annexure 'B' with this award.

The dispute as referred to me vide agreement copy attached as annexure 'A' thus stands resolved vide a settlement Ex. MW-1 copy attached as annexure 'B'. I, thus answer the reference while returning the award in terms of the settlement Ex. MW-1, arrived at between the parties and duly confirmed and admitted by them before me.

MOHAN LAL JAIN,

Arbitrator

Presiding Officer,  
Labour Court, Haryana, Rohtak.

Dated the 22nd November, 1977.

Endorsement No. 2592, dated 24th November, 1977

Forwarded (four copies) to the Secretary to Government Haryana Labour and Employment Departments Chandigarh as required under section 15 of the Industrial Disputes Act, 1947.

MOHAN LAL JAIN,  
Arbitrator,  
Presiding Officer,  
Labour Court, Haryana, Rohtak.

ANNEXURE—A  
FORM—C  
See Rule—7

## AGREEMENT

(Under Section 10A of the Industrial Disputes Act, 1947)

Name of the parties :

Representing the employers

.. Shri U.M. Jain, Vice President, Faridabad, Powerloom Owners Association, Faridabad.  
Shri O.P. Ahuja.

Representing the Workmen

.. Shri Darshan Singh.  
Shri Mohamad Mostaffa.  
Shri Rajinder Podar.  
Shri Chhaju Ram.  
Shri Dinesh Kumar Singh.  
Shri Krishan Gopal,  
of Textile Mazdoor Sangh, Faridabad.

It is hereby agreed between the parties to refer the following Industrial dispute to the sole Arbitration of Shri Mohan Lal, Presiding Officer, Labour Court, Rohtak.

## I. Specific matters in dispute

.. Demand containing in a demand notice received on 11th July, 1977 served by Textile Mazdoor Sangh (Regd.) Faridabad (Copy enclosed) taking into consideration the agreement dated 30th May, 1970 made between the Textile Mazdoor Union (Regd.) Faridabad and the management.

## II.

The Arbitrator shall also decide whether the interim relief of Rupees Fifteen given to the workers should be continued or adjusted or discontinued with retrospective effect in the light of the decision of para 1 of the reference.

## III. Details of the parties to the dispute including the name and address of the establishment of undertaking involved .. M/s East India Cotton Mfg. Co. Ltd., N.I.T., Faridabad.

## IV. Name of the Union, representing the workmen in question Textile Mazdoor Sangh (Regd.) affiliated to Bhartiya Mazdoor Sangh.

## V. Total No. of workmen employed in the undertaking affected About 2,500.

## VI. Estimated number of workmen affected or likely to be affected in dispute .. About 2,500.

The arbitrator shall make his award within a period of 2 months from the date of publication of this agreement in the official Gazette by the appropriate Government or within such further time as is extended by mutual agreement between us in writing. In case the award is not made within the period aforementioned, the reference to arbitration shall stand automatically cancelled and we shall be free to negotiate for fresh arbitration.

## Signature of the parties :

Representing employers

Representing workmen

1. (Sd.) U.M. JAIN.
2. Sd/- O.P. AHUJA.

## Witness

1. Sd/-
2. Sd/-

1. Sd/- DARSHAN SINGH.
2. Sd/- MOHAMAD MOSTAFFA.
3. Sd/- RAJINDER PODAR.
4. Sd/- CHHAJU RAM.
5. Sd/- DINESH KUMAR SINGH.
6. Sd/- SHRI KRISHAN GOPAL.

## ANNEXURE—B

## Settlement under section 18(1) of Industrial Dispute Act, 1947

Representing the Parties

.. M/s East India Cotton Mfg. Co. Ltd., N.I.T., Faridabad and its workmen.

Representing the Employer

.. 1. Shri U.M. Jain, General Manager.

2. Shri O.P. Ahuja, Personnel Manager.

Representing the employees

1. Shri Budhi Singh of B.M.S.  
2. Shri Prem Saroop of B.M.S.  
3. Shri Darshan Singh, President.  
4. Shri Mohd. Mustaffa, General Secretary.

5. Shri Rajendra Poddar, Vice-President.
6. Shri Ramkishore, Vice-President.
7. Shri Shiv Kumar.
8. Shri Bhagwan Pd. Tiwari
9. Shri Kanhya Lal.
10. Shri Dubri Yadav.
11. Shri Dinesh Singh.
12. Shri Chajju Ram.
13. Shri Bhola Nath.

WHEREAS Demand Notice dated nil was served on the Management on dated 11th July, 1977 and thereafter a settlement under section 12(3) was arrived at thereby an interim relief was given and the Demand Notice was referred to the Arbitration. The Arbitrator Shri M. L. Jain registered the dispute and issued notices for the appearance of the parties.

AND WHEREAS the Management and Workers representatives held mutual negotiations and settled the dispute of Demand Notice amicably.

AND NOW BOTH THE PARTIES do hereby agree to sign a written agreement on the following terms and conditions :—

- (1) It is agreed between the parties that the present D.A. of Rs 108 at Faridabad Price Index No. 218 be increased to Rs 123 with effect from 1st September, 1977. If the Price Index Number rises from 218 to 223 no further increase in D. A. shall be allowed. If Faridabad Price Index Number increases beyond 223 it shall be adjusted at the rate of Re. 1 per point with annual correction. In no situation the D.A. shall be lower than Rs 123.
- (2) The Interim relief of Rs 15 granted, —*vide* agreement dated 11th August, 1977, is to be merged with basic wages with effect from 1st November, 1977. This relief granted with effect from 1st August, 1977 to 31st October, 1977, will not be recovered by the Management.
- (3) The temporary and casual workers shall be given total minimum wages of Rs 227, Rs 104.00 as basic and Rs 123.14 as D.A. The D.A. of temporary and casual workers shall be adjusted annually as per para 1 above.
- (4) The workmen agree that their dispute relating to all the demands in Demand Notice received by the Management on 11th July, 1977 and now pending for arbitration stands fully settled and satisfied and there remains no dispute whatsoever, on these demands.
- (5) In consideration of the above, the workmen agree that they will maintain industrial peace and harmony and will not raise any demand or dispute involving any financial burden on the company in any form during the binding period of the agreement except demand for annual bonus. This agreement is binding upto 30th September, 1978.

It is agreed between the parties that they hereby make a request to the Arbitrator Shri M. L. Jain to give his award in terms of the above terms and conditions of the Agreement.

Dated the 1st November, 1977.

*Signature of the Management*

*Signature of the Workmen*

1. (Sd.) . . .
2. (Sd.) O. P. Ahuja.

*Witnesses*

1. (Sd.) . . .
2. (Sd.) . . .

1. (Sd.) . . .
2. (Sd.) . . .
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7. (Sd.) . . .
8. (Sd.) . . .
9. (Sd.) . . .
10. (Sd.) . . .
11. (Sd.) . . .
12. (Sd.) . . .
13. (Sd.) . . .

No. 18425-4Lab-77/32151.—In pursuance of the provision of section 17 of the Industrial Dispute Act, 1947 (Act No. XIV of 1947), the Governor of Haryana is pleased to publish the following award of the Presiding Officer, Labour Court, Rohtak, in respect of the dispute between the workmen and the management of M/s Fibre Processors Pvt. Ltd., NIT, Faridabad:—

BEFORE THE ARBITRATOR SHRI MOHAN LAL JAIN, PRESIDING OFFICER, LABOUR COURT, HARYANA, ROHTAK

Arbitration Reference No. 15 of 1977

*between*

THE WORKMEN AND THE MANAGEMENT OF M/S. FIBRE PROCESSORS PVT. LTD., NIT, FARIDABAD.

#### ARBITRATION AWARD

The Governor of Haryana was pleased to publish the arbitration agreement, copy attached as annexure 'A' to this award, in pursuance of the powers vesting in him under sub-section 3 of section 10(a) of the Industrial Disputes Act.

A copy of the agreement having been received by the undersigned, appointed by the parties as an Arbitrator, from the Joint Secretary to Government, Haryana, Labour Department,—*vide* his endorsement number ID/FD/43908-12, dated 4th October, 1977, notice of the reference were issued to the parties who put in their appearance and filed a settlement copy attached as annexure 'B' with this award. Shri R. C. Sharma, authorised representative for the management and Shri Mohamad Mostafa, General Secretary, Textile Mazdoor Sang, authorised representative for the workmen made their statements before me on 15th November, 1977, affirming and admitting the correctness of the settlement Exhibit MW-1, copy attached as annexure 'B' with this award.

The dispute as referred to me,—*vide* agreement copy attached as annexure 'A' thus stands resolved,—*vide* a settlement Exhibit MW-1 copy attached as Annexure 'B'. I, thus answer the reference while returning the award in terms of the settlement, Exhibit MW-1 arrived at between the parties and duly confirmed and admitted by them before me.

Dated the 22nd November, 1977.

MOHAN LAL JAIN,

Presiding Officer,  
Labour Court, Haryana,  
Rohtak.

No. 2593, dated 24th November, 1977.

Forwarded (four copies) to the Secretary to Government, Haryana, Labour and Employment Departments, Chandigarh as required under section 15 of the Industrial Disputes Act, 1947.

MOHAN LAL JAIN,

Presiding Officer,  
Labour Court Haryana,  
Rohtak.

#### ANNEXURE 'A'

#### FORM C

*See Rule 7*

#### AGREEMENT

(Under section 10A of the Industrial Disputes Act, 1947)

##### Names of the parties—

Representing the employers .. Shri U. M. Jain

Shri O. P. Ahuja

Representing the workmen .. Shri Darshan Singh

Shri Mohamad Mostaffa

Shri Rajinder Podar

Shri Chhaju Ram

Shri Dinesh Kumar Singh

Shri Krishan Gopal  
of Textile Mazdoor Sang, Faridabad.

It is hereby agreed between the parties to refer the following industrial dispute to the sole arbitration of Shri Mohan Lal Jain, Presiding Officer, Labour Court, Rohtak.

##### I. Specific matters in dispute

.. Demand containing in demand notice received on 11th July, 1977, served by Textile Mazdoor Sangh (Regd.), Faridabad (copy enclosed), taking into consideration the agreement, dated, May, 1977, made between the Textile Mazdoor Union (Regd.), Faridabad and the management.

##### II.

.. The Arbitrator shall also decide whether the interim relief of Rs. Fifteen given to the workers should be continued or adjusted or discontinued with retrospective effect in the light of the decision of para I of the reference.

##### III. Details of the parties to the dispute including the name and address of the establishment of undertaking involved

M/S. Fibre Processors Pvt. Ltd., NIT, Faridabad.

##### IV. Name of the Union, representing the workmen in question ..

Textile Mazdoor Sangh (Regd.), affiliated to Bhartiya Mazdoor Sang.

##### V. Total No. of workmen employed in the undertaking affected

About 600

##### VI. Estimated number of workmen affected or likely to be affected in dispute

About 6,000.

The arbitrator shall make his award within a period of 2 months from the date of publication of this agreement in the official Gazette by the appropriate Government or within such further time as is extended by mutual agreement between us in writing. In case the award is not made within the period aforementioned the reference to arbitration shall stand automatically cancelled and we shall be free to negotiate for fresh arbitration.

#### Signature of the parties

##### Representing employer

##### Representing workmen

1. (Sd.) SHRI U. M. JAIN

1. (Sd.) SHRI DARSHAN SINGH.

2. (Sd.) SHRI O. P. AHUJA

2. (Sd.) SHRI MOHAMAD MOSTAFFA.

## Witness

1. (Sd.) . . .  
2. (Sd.) . . .

3. (Sd.) SHRI RAJINDER PODAR.  
4. (Sd.) SHRI CHHAJU RAM.  
5. (Sd.) SHRI DINESH KUMAR SINGH.  
6. (Sd.) SHRI KRISHAN GOPAL.

## ANNEXURE 'B'

## Settlement under Section 18(1) of Industrial Disputes Act, 1947

Representing the parties

Fibre Processors Pvt. Ltd., N.I.T., Faridabad and its workmen.

Representing the Employer

1. Shri U. M. Jain, General Manager.

Representing the Employees

2. Shri O. P. Ahuja, Personnel Manager.

3. Shri Budhi Singh of B.M.S.

4. Shri Prem Saroop of B.M.S.

5. Shri Darshan Singh, President.

6. Shri Mohd. Mustfa, General Secretary.

7. Shri Rajendra Poddar, Vice-President.

8. Shri Ram Kishor, Vice-President.

9. Shri Shiv Kumar.

10. Shri Bhagwan Pd Tiwari.

11. Shri Kanhiya Lal

12. Shri Dubri Yadav

13. Shri Dinesh Singh

14. Shri Chajju Ram

15. Shri Bhola Nath.

Whereas Demand Notice dated nil was served on the Management on dated 11th July, 1977 and thereafter a settlement under Section 12(3) was arrived at thereby an interim relief was given and the demand notice was referred to the arbitration. The Arbitrator Shri M. L. Jain registered the dispute and issued notices for the appearance of the parties.

And whereas the Management and Workers representatives held mutual negotiations and settled the disputes of Demand Notice amicably.

And now both the Parties do hereby agree to sign a written agreement on the following terms and conditions:—

- (1) It is agreed between the parties that the present D.A. of Rs. 132.14 at Faridabad Price Index No. 218 be increased to Rs. 147.14 with effect from 1st September, 1977. If the Price Index Number increases from 218 to 223, no further increase in D.A. shall be allowed. If Faridabad Price Index Number increases beyond 223 it shall be adjusted at the rate of Re. 1 per point with annual correction. In no situation the D.A. shall be lower than Rs. 147.14.
- (2) The interim relief of Rs. 15 granted, —~~idle~~ agreement, dated 11th August, 1977, is to be merged with basic wages with effect from 1st November, 1977. This relief granted with effect from 1st August, 1977 to 31st October, 1977, will not be recovered by the Management.
- (3) The temporary and casual workers shall be given total minimum wages of Rs. 227; Rs. 80 as basic and Rs. 147.14 as D.A. The D.A. of temporary and casual workers shall be adjusted annually as per para 1 above.
- (4) The workmen agree that their dispute relating to all the demands in Demand Notice received by the Management on 11th July, 1977 and now pending for arbitration stands fully settled and satisfied and there remains no dispute whatsoever on these demands.
- (5) In consideration of the above, the workmen agree that they will maintain industrial peace and harmony and will not raise any demand or dispute involving any financial burden on the company in any form during the binding period of the agreement except demand for annual bonus. This agreement is binding upto 30th September, 1978.

It is agreed between the parties that they hereby make a request to the Arbitrator Shri M. L. Jain to give his award in terms of the above terms and conditions of the Agreement.

Dated the 1st November, 1977.

Signature of the Management

Signature of the workmen

1. (Sd.) . . .  
2. (Sd.) . . .

1. (Sd.) . . .  
2. (Sd.) . . .  
3. (Sd.) . . .

## Witness—

1. (Sd.) . . . ,  
2. (Sd.) . . . ,

4. (Sd.) . . . ,  
5. (Sd.) . . . ,  
6. (Sd.) . . . ,  
7. (Sd.) . . . ,  
7. (Sd.) . . . ,  
9. (Sd.) . . . ,  
10. (Sd.) . . . ,  
11. (Sd.) . . . ,  
12. (Sd.) . . . ,  
13. (Sd.) . . . ,

No. 18409-4Lab-77/32153.—In pursuance of the provision of section 17 of the Industrial Disputes Act, 1947 (Act No. XIV of 1947), the Governor of Haryana is pleased to publish the following award of the Presiding Officer, Industrial Tribunal, Faridabad, in respect of the dispute between the workmen and the management of M/s. Bhai Sunder Dass and Sons Company, Private Limited, Mathura Road, Faridabad :—

BEFORE SHRI NATHU RAM SHARMA, PRESIDING OFFICER, INDUSTRIAL TRIBUNAL, HARYANA, FARIDABAD

Reference No. 14 of 1977

*between*

THE WORKMEN AND THE MANAGEMENT OF M/S BHAI SUNDER DASS AND SONS COMPANY, PRIVATE LIMITED, MATHURA ROAD, FARIDABAD

*Present:*

Shri Darshan Singh, for the workmen.

Nemo, for the management.

#### AWARD

By order No. ID/1840, dated the 18th January, 1977, the Governor of Haryana, referred the following dispute between the management of M/s Bhai Sunder Dass & Sons Company, Private Limited, Mathura Road, Faridabad and its workmen, to this Tribunal, for adjudication, in exercise of the powers conferred by clause (d), sub-section (1) of section 10 of the Industrial Disputes Act, 1947 :—

- (1) Whether the workmen are entitled to the grant of bonus at a higher rate than 8.33% declared by the management for the year 1974-75 ? If so, with what details ?
- (2) Whether the workmen are entitled to the grant of bonus for the year 1975-76 ? If so, with what details ?
- (3) Whether the grades and scales of pay of the workmen should be framed ? If so, with what details ?
- (4) Whether the workmen should be supplied with uniforms ? If so, with what details ?

On receipt of the order of reference, notices were issued to the parties. The parties appeared and filed their pleadings. On the pleadings of the parties the following issues were framed on 4th June, 1977 :—

- (1) Whether the workmen are estopped from demanding bonus for the year 1974-75 at a rate higher than 8.33% as per award by mutual consent ? If not, at what rate the workmen are entitled to bonus for the year 1974-75 ?
- (2) Whether the workmen are entitled to the grant of bonus at a higher rate than 8.33% declared by the management for the year 1974-75 ? If so, with what details ?

- (3) Whether the workmen are entitled to the grant of bonus for the year 1975-76 ? If so, with what details ?
- (4) Whether the grades and scales of pay of the workmen should be framed ? If so, with what details ?
- (5) Whether the workmen other than Watch and Ward, Sweepers and Welders are entitled uniforms ? If so, with what details ?

The case was fixed for the evidence of the workmen. At this stage a settlement has been entered into between the parties. The management filed a copy of settlement which is marked 'A'. Today the representative for the workmen admitted the settlement and prayed that Award be given on its basis.

I have gone through the settlement considering the dispute, the settlement seems to be fair and reasonable and in the interest of the workmen.

As regards dispute No. 3 given in the order of reference, it has been settled that every workman on the role of the management shall get an addition of Rs 20/- only to their wages with effect from 1st August, 1977. Dearness Allowance calculated according to cost of living Index Number shall be added to the wages. Every workman shall get an annual increment at the rate of 5% of their wages and the annual increment shall be paid every year with effect from 1st March. 1st increment shall be paid on and from 1st March, 1978. Certified standing orders shall be kept in consideration while giving increments.

#### Dispute No. 4—

Uniforms shall be supplied to the workmen in accordance with previous existing settlement and the management shall comply with previous settlement. The management shall supply 100 grams of Gur to every workman working in paint shop and working in Bathi and furnaces. Whatever other demands that have been raised by the workmen shall be deemed to have been withdrawn by them. Similarly the workmen had raised a demand for house rent which also has been withdrawn by them. As far as wage increase is concerned that have been provided heretofore.

#### Dispute No. 2—

The management shall pay bonus to the workmen for the year 1975-76 and 1976-77 at the rate of 8.33% if the workmen are found entitled to more bonus for the year 1976-77 as per balance-sheet of the management for that year, they shall have a legal right to get more bonus in accordance therewith. Bonus for the year 1975-76 is payable in September, 1977 and for the year 1976-77, it is payable in the month of October, 1977. The management shall not harass the workmen for trade union activities and the workmen shall bear goodwill towards the management and shall co-operate in augmenting production. I, therefore, give my award in terms of the settlement mentioned herein above.

NATHU RAM SHARMA,

Dated, the 31st October, 1977.

Presiding Officer,  
Industrial Tribunal, Haryana,  
Faridabad.

No. 1087, dated the 4th November, 1977.

Forwarded (four copies) to the Secretary to Government, Haryana, Labour and Employment Departments, Chandigarh, as required under section 15 of the Industrial Disputes Act, 1947.

NATHU RAM SHARMA,

Dated, the 4th November, 1977.

Presiding Officer,  
Industrial Tribunal, Haryana,  
Faridabad.

No. 18419-4Lab-77/32155.—In pursuance of the provisions of section 17 of the Industrial Disputes Act, 1947 (Act No. XIV of 1947) the Governor of Haryana is pleased to publish the following award of the Presiding Officer, Industrial Tribunal, Faridabad, in respect of the dispute between the workmen and the management of M/s. Hastnapur Metals Pvt. Ltd., Kundli (Sonepat).

BEFORE SHRI NATHU RAM SHARMA, PRESIDING OFFICER, INDUSTRIAL TRIBUNAL,  
HARYANA, FARIDABAD

Reference No. 233 of 1976

*between*

THE WORKMEN AND THE MANAGEMENT OF M/S HASTINAPUR METALS PRIVATE  
LTD., KUNDLI (SONEPAT)

*Present:—*

Shri M. S. Rathi for the workmen.

Shri K. L. Bhakri for the management.

#### AWARD

By order No. ID/RK/198-B-76/43169, dated 23rd November, 1976, the Governor of Haryana, referred the following disputes between the management of M/s Hastinapur Metals Private Ltd., Kundli (Sonepat) and its workmen to this Tribunal, for adjudication, in exercise of the powers conferred by clause (d), sub-section (1) of section 10 of the Industrial Disputes Act, 1947:—

Whether the termination of services of the following workmen is justified and in order ? If not, to what relief are they entitled ?

1. Shri Puran Singh.
2. Shri Mange Ram.
3. Shri Ram Chander.
4. Shri Hari Singh.
5. Shri Sahalu Ram.
6. Shri Umar Singh.
7. Shri Bhunde
8. Shri Sham Phool.
9. Shri Jiwan Ram.
10. Shri Sardar Singh.
11. Shri Birbal.

On receipt of the order of reference, notices were issued to the parties. The parties appeared and put in their pleadings. On the pleadings of the parties, the following issues were framed on 26th April, 1977:—

- (1) Whether the termination of services of the workmen named in the order of reference is justified and in order ? If not, to what relief are they entitled ? (OPM).
- (2) Whether the workmen concerned have been retrenched by the management in accordance with law and complying the pre-requist ? (OPM).

The case was set for the evidence of the management. The management examined Shri Kasturi Lal, their Accountant, as M. W. I. The case was at the stage of recording remaining evidence of the management. Then settlement took place between the parties. The settlement is Exhibit M. I. I have gone through the settlement. That is fair and reasonable. I, therefore, give my award in terms of the settlement Exhibit M. I. The settlement Exhibit M. I shall form the award. The copies of settlement be sent to the Government for publication in the Gazette together with its annexure 'A' and 'A/1'. The annexures shall also be published together with the settlement and they are also part of the settlement.

Dated, 21st November, 1977.

NATHU RAM SHARMA,  
Presiding Officer,  
Industrial Tribunal, Haryana.  
Faridabad.

No. 1142, dated 24th November, 1977.

Forwarded (four copies) to the Secretary to Government, Haryana, Labour and Employment Departments, Chandigarh, as required under section 15 of the Industrial Disputes Act, 1947.

Dated the 24th November, 1977.

NATHU RAM SHARMA,

Presiding Officer,  
Industrial Tribunal, Haryana,  
Faridabad.

BEFORE THE PRESIDING OFFICER, INDUSTRIAL TRIBUNAL, FARIDABAD CAMP  
AT BAHADURGARH

Reference No. 233 of 1976

IN REHASTINAPUR METALS PRIVATE LTD.

*versus*  
WORKMEN

Application for giving the award in terms of Settlement.

Sir,

The above case is pending before this Hon'ble Tribunal. That the Workmen and the Management have mutually discussed as a result thereof the following settlement has been arrived at:-

It is prayed that an award in terms of the Settlement may kindly be passed.

TERMS OF SETTLEMENT

- (1) That the Management agrees to pay the amount noted each concerned workman in full and final settlement of his claim against the Management. The name of the concerned workman and the amount which is entitled is given in Annexure 'A' and 'A/1'.
- (2) It has been mutually agreed between the workmen and the Management that the amount given in Annexure 'A' to the settlement will be paid by Gross payee's cheque on United Commercial Bank, Kundli, on 15th November, 1977 and the payment of the amount shown in Annexure 'A/1' will be paid to the workmen on 15th February, 1978.

It is mutually agreed that after receipt of the full amount shown in the Annexure 'A' and 'A/1' the workmen will have no claim whatsoever against the company including reinstatement, gratuity, etc. and this fully resolve the above dispute between the parties.

*for the Company (Management)*

Authorised Representatives of Workmen.

NATHU RAM SHARMA,

Presiding Officer,  
Industrial Tribunal, Haryana,  
Faridabad.

ANNEXURE 'A' PAYABLE ON 15th NOVEMBER, 1977

Serial No.	Name	Father's Name	Total Amount Rs. P.
1	Shri Sardar Singh	Shri Ram Singh	.. 2,255.70
2	Shri Pooran Singh	Shri Bhim Singh	.. 2,525.64
3	Shri Mangnu Ram	Shri Bhoora Ram	.. 2,080.75

Serial No.	Name	Father's Name	Total Amount
4	Shri Bhunde	Shri Mam Chand	Rs. P. 1,439.28
5	Shri Shannu Ram	Shri Baldewa	906.42
6	Shri Jiwan Ram	Shri Bhartu	1,042.38
7	Shri Hari Singh	Shri Ram Singh	1,185.18
8	Shri Birbal	Shri Chaita	1,048.69
9	Shri Ram Chander	Shri Bhim Singh	1,123.38
10	Shri Shyam Phool	Shri Girdhari	1,175.68
11	Shri Umar Singh	Shri Nihala	793.16
Total			.. 15,576.26

## ANNEXURE A-1 PAYABLE ON 15th FEBRUARY, 1977

Serial No.	Name	Father's Name	Total Amount
1	Shri Sardar Singh	Shri Ram Singh	Rs. P. 2,286.00
2	Shri Pooran Singh	Shri Bhim Singh	2,371.50
3	Shri Mangnu Ram	Shri Bhoora Ram	2,102.75
4	Shri Bhunde	Shri Mam Chand	1,420.25
5	Shri Shannu Ram	Shri Baldeva	970.75
6	Shri Jiwan Ram	Shri Bhartu	1,003.75
7	Shri Hari Singh	Shri Ram Singh	1,031.25
8	Shri Birbal	Shri Chaita	970.75
9	Shri Ram Chander	Shri Bhim Singh	1,003.75
10	Shri Shyam Phool	Shri Girdhari	1,064.25
11	Shri Umar Singh	Shri Nihala	694.00
Total			.. 14,919.00

NATHU RAM SHARMA,

Presiding Officer,  
Industrial Tribunal, Haryana,  
Faridabad.